

**Memorandum of Agreement
Between the City of Ramsey and the American Federation of State, County and Municipal
Employees, Council 5, Local 2454 (“Union”)**

The Memorandum of Agreement (MOA) is entered into between the City of Ramsey (City) and the American Federation of State, County and Municipal Employees, Council 5, Local 2454 (“Union”)

WHEREAS, the City and Union are parties to a 2025-2026 Labor Agreement (Labor Agreement); and

WHEREAS, State of Minnesota enacted a new form of paid leave effective January 1, 2026, Paid Family and Medical Leave (PFML); and,

WHEREAS, both the City and the Union wish to further address PFML.

NOW THEREFORE, the City and Union agree to the following:

1. Effective January 1, 2026, the Employer and Employee will split the premiums for the Minnesota Paid Family and Medical Leave (PFML) on a 50/50 basis with the Employee share through payroll deductions pursuant to Minn. Stat. §268B.14.
2. Employees may utilize accrued paid leave to supplement PFML not to exceed 100% of the regular wage of the employee.
3. Wages resulting from the use of accrued leave that meet the PERA definition of Eligible Compensation, shall receive all applicable PERA contributions concurrent with the use of the accrued paid leave.
4. In the event applicable state law changes, all Parties shall have the right to re-negotiate the terms of this MOA.

The Memorandum of Agreement shall remain in effect for the duration of the Labor Agreement.

The remaining terms of the current collective bargaining agreement for 2025-2026 is not impacted by this agreement and remain in full force and effect.

This MOA represents the complete agreement of the parties.

In witness whereof, the parties have caused this Memorandum of Agreement to be executed this _____ day of _____, 2025.

For the City:

For the Union:

Brian Hagen, City Administrator

Andy Blood, Union Steward

Dated: _____

Dated: _____

Michael Breiter, Union Steward

Dated: _____

Doug Polzin, Union Steward

Dated: _____

Paul Gammel, Field Representative

Dated: _____

Gary Vendela, Field Director

Dated: _____